

Variable	Mean	SD	Min	Max	Skewness	Kurtosis	Normality Test
Age	34.5	10.2	20	65	0.15	-0.5	0.98
Gender	1.2	0.4	1	2	0.05	-0.2	0.99
Marital Status	1.8	0.6	1	3	0.10	-0.3	0.97
Education	15.2	2.1	10	20	0.20	-0.6	0.96
Income	1200	300	500	2500	0.30	-0.8	0.95
Health Status	1.5	0.5	1	3	0.08	-0.2	0.98
Stress Level	2.5	0.8	1	4	0.25	-0.7	0.94
Life Satisfaction	3.5	0.9	1	5	0.18	-0.5	0.96
Work Engagement	2.8	0.7	1	4	0.22	-0.6	0.95
Organizational Commitment	3.2	0.8	1	5	0.16	-0.4	0.97
Job Satisfaction	3.8	0.9	1	5	0.19	-0.5	0.96
Turnover Intent	1.5	0.6	1	3	0.12	-0.3	0.98
Work-Life Balance	2.2	0.7	1	4	0.21	-0.6	0.95
Perceived Stress	2.0	0.7	1	4	0.17	-0.4	0.97
Resilience	3.0	0.8	1	5	0.14	-0.4	0.98
Emotional Stability	3.5	0.9	1	5	0.16	-0.5	0.96
Neuroticism	1.5	0.6	1	3	0.11	-0.3	0.98
Extraversion	3.0	0.8	1	5	0.13	-0.4	0.97
Conscientiousness	3.2	0.7	1	5	0.15	-0.4	0.96
Agreeableness	3.5	0.8	1	5	0.14	-0.4	0.97
Openness	3.8	0.9	1	5	0.16	-0.5	0.96
Depression	1.2	0.5	1	3	0.09	-0.2	0.98
Anxiety	1.5	0.6	1	3	0.10	-0.3	0.97
Stress Management	2.5	0.8	1	4	0.23	-0.7	0.94
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